

TENNESSEE GENERAL ASSEMBLY
FISCAL REVIEW COMMITTEE



FISCAL NOTE

SB 1094 - HB 1309

February 13, 2017

SUMMARY OF BILL: Increases, from seven to ten calendar days, the time prior to termination of a waiver of meal break that notice of a rescission of the waiver must be given by either an employer or employee.

ESTIMATED FISCAL IMPACT:

NOT SIGNIFICANT

Assumptions:

- Tennessee Code Annotated § 50-2-103 requires all private employees scheduled to work six hours or more to receive a 30-minute, unpaid meal break. However, employees in food and beverage service may, at the discretion of the employer, waive their right to a meal break.
- This waiver agreement may be rescinded by either the employer or employee upon providing proper notice. Tennessee Code Annotated § 50-2-103 currently requires notice to be given seven calendar days prior to the date on which the waiver will no longer be in effect.
- The proposed legislation lengthens this period to 10 calendar days prior to the date on which the waiver will no longer be in effect.
- The proposed legislation only impacts private employers and employees. The proposed legislation will not significantly impact state or local government operations.

CERTIFICATION:

The information contained herein is true and correct to the best of my knowledge.

A handwritten signature in blue ink that reads "Krista M. Lee".

Krista M. Lee, Executive Director

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